

Baden Powell Primary School



Anti-Bullying Policy

Statement of Intent

We at Baden Powell Primary School are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

What is bullying?

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The NSPCC defines bullying as a pervasive type of aggression. As with other types of aggression, the harm that is inflicted - whether physical, emotional or both - is intentional. However, bullying has defining features which set it apart from other aggressive behaviours, in that it is repeated, and that the bully or bullies have greater access to power than their victim(s).

Essential components of bullying behaviour

Research suggests that there are five essential components of bullying behaviour. The following components are shared with general aggressive behaviour:

- **Intention to harm:** bullying is deliberate, with the intention to cause harm. For example, friends teasing each other in a good-natured way is not bullying, but a person teasing another to upset them is bullying.
- **Harmful outcome:** one or more persons are hurt physically or emotionally.
- **Direct or indirect acts:** bullying can involve direct aggression, such as hitting someone, as well as indirect acts, such as spreading rumours.

However, bullying also has characteristics that set it apart from other aggressive behaviours:

- **Repetition:** bullying involves repeated acts of aggression: an isolated aggressive act, like a fight, is not bullying.
- **Unequal Power:** bullying involves the abuse of power by one or several persons who are (perceived as) more powerful, often due to their age, physical strength, or psychological resilience.

Types of bullying

Bullying can involve many different types of behaviour:

- Physical (hitting, kicking, theft)
- 'Indirect' spreading rumours, excluding someone from social groups).
- Verbal (name calling, racist remarks)
- Relational or social (social exclusion or spreading gossip)
- Cyberbullying (using electronic means such as the internet, email and mobile phones)

Why is it Important to tell?

Bystanders are the key to resolving bullying. As a 'Telling' school, we all have a responsibility to act in order to stop bullying.

- Bullying hurts.
- No one deserves to be a victim of bullying.
- Everybody has the right to be treated with respect.
- Pupils who are bullying need to learn different ways of behaving.

Our policy of 'telling' is publicised regularly and it is important that pupils understand that reporting incidents of bullying is not telling tales

Objectives of this Policy

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at school.

The school expects that:

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.

- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.

As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.

Isolated incidents of unkind and/or aggressive behaviour, whilst they will be dealt with in accordance with the school's behaviour policy they will not be recorded as bullying incidents.

The school aims to reduce bullying by:-

- developing a positive respectful anti-bullying ethos
- promoting the duty of all bystanders to report or 'tell' of incidents of bullying
- dealing with all incidents quickly and consistently
- encouraging all children to use strategies to seek support
- communicate and work with parents at the earliest opportunity

Identification

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and investigate if a child displays any of them.

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated. Pupils must be encouraged to report bullying if they feel that they are being bullied or if they are aware of the bullying of another.

Recording of Racist Incidents

Any racist incidents should be dealt with according to the school's anti bullying policy. In addition the specific details and names should be recorded and reported to the HT. All such incidents are reported on My Concern, online safeguarding system and, subsequently recorded on the County SIMS system.

Procedures

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear account of the incident will be recorded, given to the Headteacher and recorded in pupil field notes.
- The Headteacher/Deputy Headteacher/ Foundation Phase coordinator will interview all concerned and record the incident.
- Class teachers will be fully informed and encouraged to monitor the pupil(s)
- Parents will be kept informed
- Punitive measures will be used as appropriate and in consultation will all parties concerned.

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a class teacher or member of staff of their choice
- reassuring the pupil
- offering continuous support
- restoring self-esteem and confidence.
- Referral to Social Services under the Child Protection Procedures, if required.

Pupils who have bullied will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and need to change
- informing parents or guardians to help change the attitude of the pupil.

The following disciplinary steps can be taken:

- clear warnings
- segregation on the playground
- calling bully's parents to school
- loss of break times

- removal from the class/hall
- lunch time exclusion
- fixed term exclusion
- permanent exclusion.

Responsibility

It is the responsibility of all staff, parents and visitors to support the school's Anti-Bullying Policy. They should be aware of the signs of bullying, promote a culture where pupil bystanders have a responsibility to 'tell' and act upon their concerns firmly and promptly in accordance with the school's policy/guidance.

Pro-Active Measures

To encourage an ethos that discourages bullying tendencies the school has developed the following measures.

- Regular circle time to discuss concerns
- Assemblies to encourage positive behaviour
- Discussion of Bullying within PSE lessons
- Advise parents of our concerns at an early stage
- Deal with each incident quickly and efficiently
- Foundation Phase playground "Buddies"
- Behaviour Policy identifying a range of sanctions
- Positive behaviour rewards

Pupil Self Help Strategies

Effective communication is essential to ensure every child feels secure and is able to communicate their concerns to somebody who can help. All pupils will be encouraged to speak to someone they trust as soon as they are worried about bullying. The following is a list of possible forms of communication a child can be encouraged to use:-

1. You can tell somebody you trust.
 - parents
 - grandparents
 - Teacher
 - head teacher
 - friends, sisters and brothers
2. You can write a note and give it to somebody you trust.

- parents
- grandparents
- teacher
- head teacher
- friends, sisters and brothers

Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

Signatures and Dates



6/10/22

(Headteacher)



(Chair of Governors)

Date: 6/10/22

COVID - 19 FGB 28.1.2021

